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FIRE FIGHTERS
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LOCAL 2180, I.A.F.F.

DATE: 03-09-2014

PROPOSALS:

IAFF Local 2180 submits the following counter proposal for article 2.09
BILINGUAL PAY.

CURRENT LANGUAGE:

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive \$200 per month bilingual pay in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a bilingual performance examination once every three (3) years.

CONCERN:

IAFF Local 2180 members take on substantial responsibility and liability in regards to using a second language, and should be compensated fairly. Responsibilities include using a second language during emergency calls for service, inspections / investigations, and legal / technical instructions. These responsibilities include life altering decisions, criminal investigations, and legal instruction.

Examples include:

- Asking patients about previous medical history, medications, allergies, symptoms, understanding DNR's, etc. Receiving correct information dictates how the patient will be treated, and DNR's carried out.
- Getting information from non-English speakers about possible victims trapped in structure fires, vehicle rescues, technical rescues (confined space, trench, etc), information concerning inspections / investigations, plan checks, and technical instructions.

PROPOSAL:

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: American Sign

Language ("ASL") Spanish, Tagalog, Vietnamese, Japanese, and American Sign Language (ASL); who use their bilingual skills will be eligible for bilingual pay as follows.

1. If an employee passes an examination showing a basic level of proficiency they shall receive \$125 per month in addition to their regular pay. An IAFF Local 2180 member in Fire Suppression, who is at a basic level of proficiency, shall have the skills to sufficiently and competently obtain and communicate (speak) basic information relating to EMT BLS skills. EMT BLS skills will be based on the current CVFD BLS EMT "Medical or Trauma Assessment" skill sheets. An IAFF Local 2180 member in Fire Prevention, who is at a basic level of proficiency, shall have the skills to sufficiently and competently obtain and communicate (speak) basic information relating to basic fire inspection skills. Fire Inspection skills will be based on the current CVFD FCIP forms.

In order to continue receiving bilingual pay at this level, employees must successfully complete a Bilingual Performance Examination once every three (3) years. The Human Resources Department shall develop and administer testing based on the skills above to determine if an employee is at a basic proficiency level. There will be one IAFF Local 2180 member as a representative on each two-member panel on all IAFF Local 2180 member exams. Candidates who have failed an exam may retest once every six months.

2. If an employee passes an examination showing an advanced level of local proficiency they shall receive \$225 per month in addition to their regular pay. An employee who is at advanced level of local proficiency shall have the skills to read, write, and speak in any of the above languages at an equivalent level of a local newspaper, including demonstrating the ability to use medical, legal, and/or technical terminology. The communication should be of such a nature that the communication is at a more detailed and complex level, with little to no difficulty in communication during medical aids, inspections, or investigations. The Human Resources Department shall develop and administer testing to determine if an employee is at an advanced local proficiency level. After an employee passes the City administered examination showing an advanced level of proficiency then no further re-testing is required. The Human Resources Department shall develop and administer testing to determine if an employee is at an advanced level of local proficiency. There will be one IAFF Local 2180 member as a representative on each two-member panel on all IAFF Local 2180 member exams. Candidates who have failed an exam may retest once every six months.

3. All current IAFF Local 2180 members currently obtaining \$200 per month based on bilingual pay shall have historical recognition and will be moved to the advanced local proficiency level.

RESULTS:

IAFF Local 2180 continues to move towards the City's proposal and allows the City to be financially prudent, while providing fair compensation to IAFF Local 2180's members.

IAFF Local 2180 members are compensated fairly for additional liability and responsibility of using a language outside of their job description.

IAFF Local 2180 members are motivated to master an additional language that directly benefits the safety and wellbeing of the citizens of the City. This also improves the operational safety, effectiveness, and efficiency of the department.

The citizens of Chula Vista are provided a higher level of service during emergency calls for service, criminal investigations, and general interactions with the Fire Department.